STATE OF NEW JERSEY

EDUCATION, LOCATION AND OCCUPATIONAL DATA

FOR STATE GOVERNMENT EMPLOYEES

INTRODUCTION

The table on Page 20 counts State Government employees by the highest educational level recorded in the Department of Personnel's automated personnel files. Each column does not necessarily represent the total number of employees with a given educational degree. For example, even though the category "BA/BS" shows a count of 20,186 employees, the true number of employees with a Bachelor's degree (or equivalent) is 28,350 (over 36% of the workforce). This is because people with Master's, Ph.D., Law, or Medical degrees almost always also have a Bachelor's degree or its equivalent, even though it is not the highest educational degree on record. This information is collected from State Government employees at the time of hire, and so may understate the education credentials of some employees who continued their education since being hired.

Our analysis of State Government employees by work location (Page 21) shows over a third of these employees located in Mercer County, the location of the capital city (Trenton). Essex County ranks a distant second, with many State offices located in Newark, the State's largest city. A bar graph alongside the table shows the proportion of State Government employees by county. The individuals listed in the table as "out of state" are either out-of-state Tax Auditors or, in the case of Washington, D.C., liaison officers to the Federal Government.

This year's Profile introduces a new chart on Page 22, a breakdown of the State Government workforce by EEO categories. Page 23 presents a pie chart showing a breakdown by occupational groups. The table on Page 24 shows the various occupations in each occupational group and a breakdown of occupations by branch of government. The titles of State Government employees are categorized according to the Occupational Code Directory developed by the Department of Personnel's Division of Human Resource Management. This taxonomy groups employees by the type of work performed, and, at the level of analysis developed for this Profile, does not consider the employee's level in the organization. For example, the "Professional/Technical/Managerial" category includes employees whose work is in a professional, technical, or managerial area even if they are at lower levels of the organization.